



# PERS-41

July 2020

# Newsletter

Website: [http://www.npc.navy.mil/bupers-](http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx)

[npc/officer/Detailing/surfacewarfare/Pages/default.aspx](http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx)

Forums: [www.sailorbob.com](http://www.sailorbob.com) Facebook: [www.facebook.com/PERS41](https://www.facebook.com/PERS41)

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## INSIDE THIS ISSUE

- |                           |                                |                                |
|---------------------------|--------------------------------|--------------------------------|
| 1. From the Bridge        | 4. 412 – Junior Officers       | 7. 460 – Full Time Support     |
| 2. 41A – Captains         | 5. 413 – Placement             | 8. OCM's Corner                |
| 3. 410/411 – PCC/CDR/LCDR | 6. 414 – Limited Duty Officers | 9. PERS-41 Contact Information |

## From the Bridge

Fellow Surface Warriors,

To say that 2020 has been a challenging year would be a major understatement, as would saying that your leadership, dedication to service, and fortitude during this trying time has been nothing short of outstanding. I have been humbled and honored to serve you in the fleet as you navigate the unique difficulties of this global pandemic.

First let me introduce myself – my name is Kevin Kennedy and I relieved RDML(s) Trinque here as PERS-41 in April. RDML(s) Trinque has moved down the hall here at NPC and assumed duties as PERS-4, where he now serves the entirety of the fleet with the same passion and dedication he provided as PERS-41. I am coming from OPNAV N7 most recently and previously Destroyer Squadron 28 in Norfolk, VA. I am thrilled to be here in Millington and look forward to serving you as the Head SWO Detailer.

This edition of the PERS-41 newsletter contains lots of information. Since the last newsletter, the Captain and Commander Statutory Board results have been released, guidance concerning the stop movement and conditions-based, phased approach to personnel movement has been released and updated, and the FY 21 board schedule has recommenced. Please take a thorough look through this letter so that you don't miss anything.

Just for everyone's reference, below is the list of current guidance as of 07JUL20:

[NAVADMIN 189/20](#) – Mitigation Measures in Response to COVID-19 Update 6

[NAVADMIN 176/20](#) – GTCC Use during PCS Travel Full Rollout

[NAVADMIN 144/20](#) – Recommencement of Selection Boards

[NAVADMIN 126/20](#) – Protection of Service Members Executing PCS Moves

[NAVADMIN 113/20](#) – Restriction of Movement (ROM) Guidance Update



## PERS-41

\*\*\* Things Change – Make sure you’re watching for NAVADMIN updates! NAVADMINs can be found on the [NPC website](#). \*\*\*

The Lieutenant Commander Unrestricted Line board will be underway in mid-July, the Department Head / Early Command board will convene on 08SEP20, the Major Command Board on 09NOV20, and the Commander Command Board on 07DEC20. While many board dates have shifted due to the suspension earlier this year, keep in mind that the correspondence due dates for the boards remain based upon the original board schedule. *DO NOT* wait to review and update your record, *NOW IS THE TIME* to ensure its completeness and accuracy.

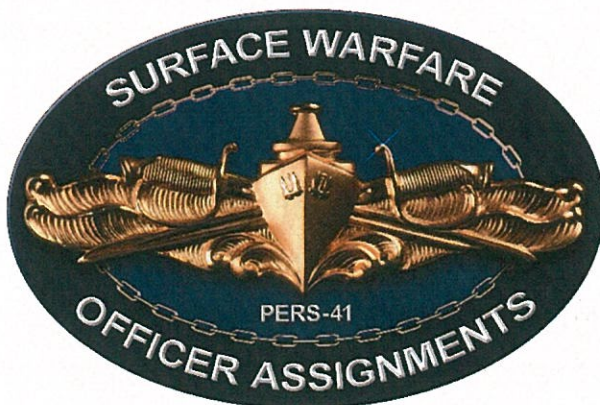
Correspondence due dates to keep in mind:

Department Head / Early Command: 29AUG20

Major Command / Early Command: 30OCT20

Commander Command: 27NOV20

It is truly my pleasure to be here serving the fleet as the Head SWO Detailer. While it is unfortunate that we are not able to execute the normal “roadshows” in fleet concentration areas, please do not hesitate to reach out to the detailing team here in PERS-41. We are here to ensure the fleet have the highest level of customer service. It’s never too early to talk to your detailer – remember that working with your detailer should be a conversation, not a series of transactions!



  
Kevin M. Kennedy  
PERS-41



## PERS-41A - Captains

I hope this summer's newsletter finds you and your families in good health and spirits. Of all the impacts of COVID-19, one of the most disappointing has been our inability to travel: to visit your ships and staffs and speak with you in person. Travel helps us demystify and humanize our process and it lets us get to know you and understand your concerns better. In lieu of travel this year, we have tailored this newsletter to give more of the candid insight that we would normally be able to deliver face to face. I hope it sparks conversations and questions in your wardrooms and mentorship sessions. After it does, please feel free to contact me with any follow on questions you have.

### Boards

1. We will convene the FY-22 Major Command Board here in Millington, 09-13NOV20. That is two weeks later than usual but we will otherwise conduct the board similar to previous years with some additional social distancing and health protection measures in place. In advance of both the board and the Major Command slate that we release shortly thereafter, LCDR Jason Garfield will be sending a Major Command preference card to all eligibles, grouped by which look you are approaching. Please take your time, carefully consider your options, discuss with your spouse and/or mentors, fill out these cards, and return them to LCDR Garfield. Please note that they are *NOT BINDING* and we do not provide the Major Command Board with your input. We use your preferences to inform the apportionment and slating processes after the board selects you for Major Command. That slating process will still include a confirmation that your preferences have not changed before we released the final slate.
2. Board timing and the relationship between the timing of your statutory and administrative boards changes after Commander Command. The easiest math to determine whether or not you are going to be eligible for Major Command is  $PYG\ O5 + 5\ years = the\ CY\ of\ your\ 1^{st}\ look\ for\ Major\ Command$  (e.g. a FY15 O5 will have his or her 1<sup>st</sup> look for Major Command in the fall of 20,  $(15+5=20)$ ). That timing is related to, but not directly driven by your in zone (IZ) looks for O6. The vast majority of officers will be out of Commander Command prior to their IZ look for O6 which coincidentally will happen the same year as your 1<sup>st</sup> look for Major Command. But zone sizes can change and so not everyone will fit that situation. The next five years of zone forecasts are released every December in message traffic and a link to the most current forecast can be found here:

<https://www.public.navy.mil/bupers-npc/boards/activedutyofficer/Pages/default.aspx>

Based on your personal career timing, when you are IZ for O6, and what your PYG to O5 was, you may want to consider an early or deferred look for Major Command to further manage or align your career timing. This will not apply to the majority of officers but ask us if you think this applies to you. One example MIGHT be if you are IZ for O6 a full year before your normally scheduled 1<sup>st</sup> look for Major Command. There is no 'one size fits all' approach here but ask us if you think it might be best for you.



## PERS-41A - Captains

3. Board preparation is different between statutory and administrative boards. When we (PERS-41) are the board sponsor (i.e. admin milestone boards) we scrub your record multiple (usually three or more) times to ensure accuracy and completeness in order to make the board as competitive and fair as possible and to ensure the membership selects the best and most fully qualified. We are not able to provide that same level of scrutiny for records prior to statutory boards. We are always happy to talk through your record with you and help you ensure it is complete and as strong as possible any time so if you are coming up on a statutory board feel free to ask us for that service, just please don't assume that we're doing it automatically across all eligibles in zone.
4. COVID-19 and the resultant stop-movement have affected some FITREP summary groups this year. This is completely understandable and out of the sphere of control of either you or your reporting senior. Future boards will understand this; however, you need to ensure that they have all the information available – do not leave it up to the briefer to decipher. Whether as a reporting senior yourself or in your own personal report, if COVID-19 has changed your summary group and derailed your plans, tell the board in BLK 41. One example may be a reporting senior intended to break you out but could not transfer another officer as planned, leaving you 'stuck in traffic'. Many reporting seniors have already engaged us and we have worked solutions to support your plans as best we can but if all else fails, use a line or two in BLK 41 to explain what happened for clarity to future boards.
5. NAVADMIN 137/20 announced changes to BUPERSINST 1610.10E to include comments regarding education. While we always encourage you to use BLK 41 to refer to an officer's ability to lead, fight, and drive ships, this NAVADMIN states that an officer's contributions to continuing education should also be included. The NAVADMIN also requires reporting seniors to document specific educational achievements. We have yet to see how boards will use or evaluate this information, but once we see how they do, we will pass along our best practices to the fleet. In the meantime, the NAVADMIN is worth your time and if you can tie leading, fighting, and driving ships to education in BLK 41, I think that meets the spirit of the guidance and is certainly worth the toner and space on the FITREP.
6. We are always looking for volunteers to come to Millington for board support. For context, PERS-41 must provide 130 voting members and 30 Assistant Recorders each fiscal year. Board support is an invaluable experience and it is our intent to share this as far across the fleet as possible. I strongly encourage you to contact LCDR RJ DaPrato if you are able to come to us for a board. Not everyone will be able to come directly in for our Command Boards, which are the most commonly requested. Instead, we will generally invite you to come sit a shorter duration board to learn the process, get some practice, and then invite you back for our one more attractive, high visibility boards like the milestone screening boards or O4 or O5 statutory boards. If you have yet to sit a board, in any capacity, send RJ a note – every board is fascinating and I assure you, you will learn a lot.

### **Distribution**

1. As you are aware, JQO designation is a requirement for Flag Officer and is attained by completing JPME Phase I, JPME Phase II, and a full joint tour. Many of you have inquired about the 10-week JPME Phase II course taught in Norfolk at the Joint Forces Staff College (JFSC). This is a great opportunity and a time-friendly way to complete JPME Phase II however, the quotas to these convenings are limited and the school requires 50% Joint out placement from each convening. I must give priority of our limited quotas to our more senior officers who have less time left in their careers to earn JPME II. If you are an O6 or O6



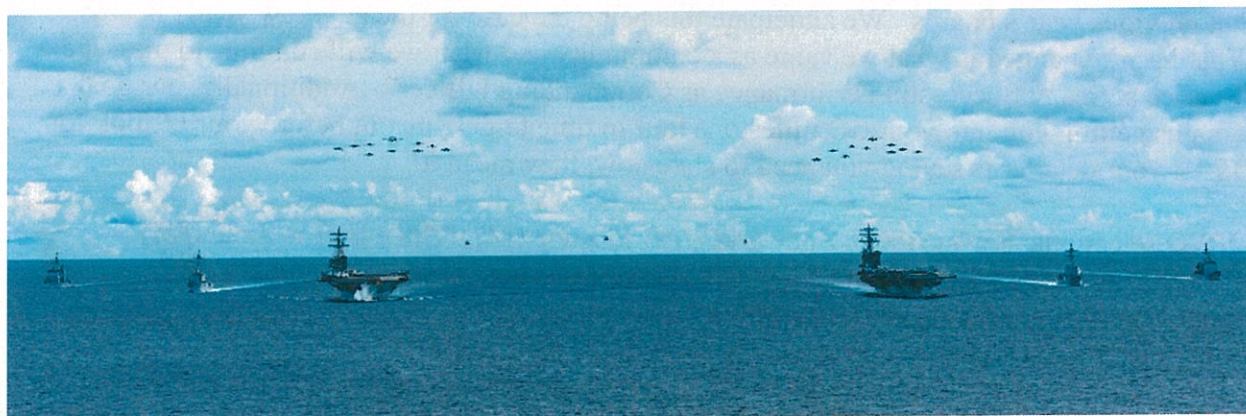
## PERS-41A - Captains

select and don't have JPME II yet, particularly if you have career timing to go Joint immediately afterward, I am going to be looking to send you sooner rather than later. If you leave Major Command and still need JPME II, I am most likely going to send you directly there after your Major Command tour.

2. As many of you have likely seen, the Graduate Strategic Education Programs memorandum outlined a specific set of master's programs which are required for Flag Officer eligibility. If you are unsure if your graduate education qualifies, contact the captain detailing team. We will be providing an updated information on this requirement as soon as it comes available.
3. Retire/Retain is a fantastic way to continue on active duty beyond your statutory retirement date and continue to providing meaning contributions to the fleet. Please note that there is a finite number of retire/retain quotas each fiscal year and so to ensure we are using our limited quotas as best we can, we will be slating them semi-annually, the first in September and the next in March. Preference will be given to seniority, sea duty billets, and longer retire/retain periods. If you have a desire to retire/retain or have questions, please contact the captain detailing team.

CDR Dave Huljack

PERS-41A





## PERS-410/411 – PCCs / CDRs / LCDRs

### **Greetings from PERS-410/411!**

Congratulations to all of our newly selected CAPTAINS and COMMANDERS and your families! Each of your selections is a testament to your continued hard work and performance in challenging billets at sea and ashore, the support of your great Sailors, and your faith in the detailing process and your detailers.

### **Detailer Turnover**

Earlier this year, PERS-410/411 bid farewell to CDR John Meise, LCDR Angie Gonzales, and most recently LCDR Chris Descovich who have faithfully served the community and each of you for the past two to three years. Each are headed off to their XO/CO tours. John to OAK HILL, Angie to JOHN FINN, and Chris to STERETT. We wish each of them only the best in their milestone tours. Additionally, we saw LCDR Jason Garfield move up to the 41C Captain Detailer job. In their place, we welcomed LCDR Tom Brewer as 410B (CDR Command Assignments), LCDR Ron Jenkins as 411A (Last Names A-F), LCDR Kris Tester as 411C (N-Z), and we will welcome LCDR Sarah Lynch as 411B (G-M) later this month. We'd also like to welcome Ms. Sherray Bailey to the team as our new 411 Administrative Assistant. Fear not – Ms. Lucille Jones is still providing you corner stone support as the 410 Admin Assistant.

### **FY-21 O6 Board**

75 of 138 eligible SWOs selected for CAPTAIN at a rate of 54.35% (board rate was 55.09%). The larger number of CO afloat served/serving officers IZ made this board different than previous year's boards. We anticipate this being the case for the next few year's boards. What hasn't changed is what we value as a community and what we will continue to message: "Service at Sea & Successful performance as Commanding Officer". Additionally, our goal remains getting you into your CO milestone tour in time to get you out before your IZ look for O6. If your detailer is saying you need to slate now, they mean it!

- SWO selections: Seven Above Zone (AZ) / 65 In Zone (IZ) / Three Below Zone (BZ)
- 138 SWOs were IZ with 89 CO AFLOAT served / serving
- Six of the 29 CO Afloats who were still in command selected. Selection opportunity for IZ sitting operational COs was consistent throughout the URL communities.
- Three SWO BZ picks – all were CDR CMD milestone complete with observed and documented superior performance (strong HBOs in significant traffic).
- 12 CO-SM selected for O6 (six IZ / six AZ). Those who did were in post-command billets at sea / overseas or heavy-lift community jobs.

### **FY-21 O5 Board**

134 of 192 eligible SWOs selected for COMMANDER at a rate of 69.79% (board rate was 85%). As in previous years, milestone selection was the biggest discriminating factor for SWOs being selected for O5. Overall selection rate for those screened for CO Afloat was 101.3% (rate over 100% due to below zone selects). The selection rate for those screened for XO Afloat was 102.7% (rate over 100% due to above zone selects), and the selection rate for those screened for XO Special Mission was 64%; however, only 2 officers were selected in-zone with the rest being selected above-zone.

Several officers who failed to be selected for O-5 on their in-zone look had only one look for CDR CMD (at last year's board) and had failed to be selected for CO Afloat. Generally, we look to have officers complete with both their first and second (if necessary) looks for CDR CMD prior to their IZ



## PERS-410/411 – PCCs / CDRs / LCDRs

look for O-5; however, due to shifts in zones, several officers on this board were not in this position. The change to using YCS vice PYG to determine timing for the first and second looks for CDR CMD will work to reduce the number of officers in this position.

- SWO selections: 21 Above Zone (AZ) / 111 In Zone (IZ) / Two Below Zone (BZ)
- 192 SWOs were IZ
- CO Afloat Screened: 76 selects (0 AZ eligible, 74/75 IZ selects, Two BZ selects; One x IZ FOS)
- XO Afloat screened: 38 selects (Three AZ selects, 35/37 IZ selects, Zero BZ selects; Three x AZ FOS, Two x IZ FOS)
- XO-SM screened: 18 selects (16 AZ selects, Two of 28 IZ selects, Zero BZ selects; 41 x AZ FOS, 26 x IZ FOS)
- Non Milestone Screened: Zero of 48 selects (22 have their 2<sup>nd</sup> look for CDR CMD in December; 26 are non-due course)

### **FY-22 Surface Commander Command Board (7-11 December)**

We are less than five months from the FY22 CDR CMD Board. Your detailers have begun a thorough scrub of records for those officers who are eligible for the board (YCS12 1st Look, PYG17 2nd Look, and PYG15 3rd Look). In the next few weeks you will receive an initial email from your detailer asking you to provide updated contact information to include: work email, home email, work phone, and cell phone. If you anticipate this information changing in the near future due to PCS, please update your detailer once you arrive at your new duty station.

One note on board eligibility: starting with this year's board, the timing of your first look is now dependent on your Years of Commissioned Service (YCS) as of the board's convening date, rather than strictly based on year group. If you were commissioned prior to December 7<sup>th</sup>, 2008 and you have not already had your first look at last year's board, then your first look for Commander Command will be at this board. If you have already had your first or second look, then there is no change to your timing.

Command Qualification: With COVID travel restrictions in place, it has been logistically difficult to travel to Newport to complete the Command Assessment (CA), or retake the Shiphandling or Tactical portions of the CA. We are aware of this, and if you will have your first or second look on this board, need to retake a portion of the CA in Newport, and have not already discussed this with your detailer, please reach out ASAP! Quotas are limited, but we will make every effort to ensure you have an opportunity to complete the CA prior to the board.

### **Post DH Operational Assignments**

Currently, 40% of post-Department Head rollers are reconciling to at-sea or operational staff billets. If an officer has not yet screened for CDR CMD and desires assignment to a billet which would enhance their record, there is no stronger message to the CDR CMD Board than to take a sea duty assignment. In pursuing such sea duty assignments, officers strengthen their professional background and experience while serving in demanding billets at sea.

### **Post DH Detailing Process**

You can expect to reconcile to your next Post-DH position seven months prior to your current PRD. Reach out to your detailer well in advance of reconciliation in order to shape your list of preferences, making sure to discuss your long-term career goals in the context of community health and needs of



## PERS-410/411 – PCCs / CDRs / LCDRs

the Navy. These discussions will be guided by your record's strength and focused on milestone screening. The current Downstream Fill List and other details can be found on the PERS-410/411 NPC webpage.

**Review your record:** Missing a FITREP? An award? In grade photo? FITREP dates incorrect? You are the best judge of your record's accuracy! There are several record items to review: degree information, EOOW/TAO AQDs, JPME I AQD (if complete), FITREP Continuity (zero gaps greater than 90 days). For questions regarding record accuracy please contact your detailer.

**Engage your Detailer:** Ask questions early and often. We are here to help educate you on your choices and work through the slating and reconciliation process with you. Please contact us if you have questions about upcoming boards, your record, or the community – the earlier the better!

CDR Ben Oakes  
410/411 Branch Head  
'Proud to Serve'

### Branch Head/ Post-Command Commander Detailer:

CDR Ben Oakes  
[benjamin.w.oakes@navy.mil](mailto:benjamin.w.oakes@navy.mil)



### PERS 411 Detailers:

#### CDR/LCDR Detailers

\*Letters A-F LCDR Ron Jenkins [ronald.jenkins3@navy.mil](mailto:ronald.jenkins3@navy.mil)

\*Letters G-M LCDR Sarah Lynch – Arrives Late July

G-H LCDR Ron Jenkins

I-K LCDR Tom Brewer

L-M LCDR Kris Tester

Until LCDR Lynch Arrives

\*Letters N-Z LCDR Kris Tester [kristofer.testers@navy.mil](mailto:kristofer.testers@navy.mil)

#### Command-screened officers:

\*\*LCDR Tom Brewer [thomas.k.brewer@navy.mil](mailto:thomas.k.brewer@navy.mil)

#### XO-Afloat and XO-SM Screened officers:

\*\*\* LCDR Ron Jenkins [ronald.jenkins3@navy.mil](mailto:ronald.jenkins3@navy.mil)

\* Approximately nine months from an officer's 2nd DH tour PRD, they will be assigned alphabetically to the appropriate 411 detailer.

\*\* Once an officer screens for Command (Afloat or Special Mission), their detailer is LCDR Tom Brewer.

\*\*\* Once an officer screens for XO-Afloat or XO Special Mission, their detailer is LCDR Ron Jenkins, until completion of their XO-Afloat or XO Special Mission tour.



## PERS-412 – Junior Officers

This year had been a whirlwind and the SWO JOs are warriors for weathering the storm. We in 412 are ready to take your calls, talk to you about issues, and work with you to meet your next career milestone. Our focus remains providing the fleet officers ready to stand the watch.

**Mariner Skills Logbooks.** Commands are reminded to send in the end of tour summary letters to [swo\\_logbook.fct@navy.mil](mailto:swo_logbook.fct@navy.mil). All officers are required to receive end of tour summary letters when they transfer. Please email the same email address with any questions.

**Department Head Retention Bonus.** As a reminder, DHRB has been revised! The new DHRB payment scheme removes most DHRB signing time limits and now allows DH-screened officer up to three years to commit to DH without sacrificing total DHRB payout. Everything else remains in place. Overall payment schemes based on when an officer screens remain in place. First look DH screener are eligible for \$105k, second look is \$95k and third look is \$75k (FTS officers are limited by law to \$60k). Officers that sign/signed DHRB after OCT19 will fall under the new DHRB Payment Scheme below.

New DHRB Payment Schemes						
<b>1st Look Screened Payment Scheme</b>						
Contract received before	YCS4	20				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	25	25	25	
	YCS8	15	15	25	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
Total		105	105	105	100	75
<b>2nd Look Screened Payment Scheme</b>						
Contract received before	YCS4	10				
	YCS5	10	10			
	YCS6	15	25	25		
	YCS7	15	15	25	20	
	YCS8	15	15	15	25	25
	YCS9	15	15	15	25	25
	YCS10	15	15	15	25	25
Total		95	95	95	95	75
<b>3rd Look Screened Payment Scheme</b>						
Contract received before	YCS6	15				
	YCS7	15	15			
	YCS8	15	20	25		
	YCS9	15	20	25		
	YCS10	15	20	25		
Total		75	75	75		

**Ship Selection.** On 30 January, 254 USNA midshipmen selected their first ships. A total of 289 NROTC midshipmen participated in spring Ship Selection on 26-28 February. The number one graduate selected USS SAMPSON (DDG 102)! PERS-41 hosted the event live on video and streamed the event on YouTube Live – it was a great success!

**Midshipmen Early Ship Selection Initiative (“Blue Chips”).** Due to Summer Training Cruises being canceled, the Blue Chip program will not be offered this year. Look for it to return when Summer Cruises return.



## PERS-412 – Junior Officers

**Warfare Tactics Instructor.** NSMWDC is looking for top-tier second tour Division Officers rolling ashore and exceptional first tour Division Officers interested in tactical second tour billets. If you are interested in jump-starting your career through a specialty in tactics and tactical training, reach out to the WTI program managers via [SWO\\_WTI@navy.mil](mailto:SWO_WTI@navy.mil) to discuss the specifics of the application and tour requirements. NSMWDC holds selection boards every other month, so plan ahead and get your package in one to two months before you slate. Please keep in mind that even though you apply for the WTI program, you will still be slated to a second tour billet with every other PRD roller in your PRD slating window.

**WTI Graduate Education.** We've partnered with NSWMDC to send sharp and motivated WTIs to grad-ed on the back of their production tours. Because their timeline to get to Department Head school after that tour is tight, we are now offering opportunities for WTIs to attend any of the service War Colleges and NPS prior to Department Head school. Don't miss out! You can achieve a master's degree and JPME Phase I while experiencing a fantastic quality of life!

**Flag Aide.** We always have opportunities for officers to serve as Flag Aides/Flag LTs. Our listing is regularly updated on our Facebook page and website. If you are interested in travel opportunities, exposure to strategic/operational levels of thinking and coordination, and can easily multitask, a flag aide job may be perfect for you! Each flag aide billet is nominative – we work with you on the nomination package, you will be interviewed by your prospective boss, and then we work on your career timing to get you there. And we can probably work some grad-ed into your timeline if that is one of your professional goals. If interested, call your detailee.

**Low-residency Graduate Education Program (LGEP).** A new initiative for officers rolling to shore duty, or already on shore duty! The LGEP allows officers to pursue world-class low-residency graduate education in strategy, management, and international relations in their current duty station, with minimal disruption to operational tempo and career progression. Unlike traditional grad-ed, low-residency programs typically require a student to spend only a few days on campus per month, with students completing schoolwork online or by phone. **Applications are due soonest, so if you're interested, contact your detailee ASAP!** GRE/GMAT scores are NOT required. Selectees will need to be on shore duty and begin classes August/September 2020. DHRB is required.

**Resignations.** Per NAVADMIN 273/17, all resignations and retirement requests have transitioned to NSIPS. This functionality allows members to initiate requests electronically via NSIPS self-service, route them through their chain of command for review and recommendation, and then electronically route the request to Navy Personnel Command for a decision. This improvement provides transparency for our service members on the status of their requests, an integrated waiver process when needed, and electronic notification of the final disposition of requests for both the member and the command. If you or your Command are having trouble with this new functionality, please contact your detailee and [resignations.fct@navy.mil](mailto:resignations.fct@navy.mil).

Again, thanks for all you do in the fleet! My team and I are happy to serve you here in PERS-412!

CAPT Tim LaBenz  
PERS-412



## PERS-412 – Division Officers

### Seaward Updates:

Hooyah from the JO Sea Coordinator Desk! I'm LCDR Kevin Walter and we're here ready to help you wherever you are in your first two DIVO tours.

### When do I contact my detailer?

Whenever you have a question. We are here to help. Don't forget to send us your OOD and SWO letters when you earn them.

### When will I slate to 2<sup>nd</sup> Tour?

You can expect to slate 6-9 months prior to your PRD. The specific schedule can be found on our website and later in this newsletter. Please remember that a PRD is a Projected Rotation Date, not Promised Rotation Date. You will receive two regular slating opportunities based on your PRD. If you do not qualify as OOD Underway by your second regular slate opportunity, you will post-slate upon full SWO qualification.

### 2<sup>nd</sup> Tour Slating

When it comes time to slate officers for their second division officer tour the major driving factor in slate rank is where an officer compares to their CO's RSCA on their last at sea FITREP. EOOW and TAO qualifications provide bonus points. Commanding Officers – if you have special circumstances regarding the slating of your officers – please reach out and we will be happy to work with you and remember the inputs you provide are invaluable!

### SWO Qualification

You must have your SWO qualification prior to executing your orders to your second Division Officer tour. We fully expect that if you are able to qualify OOD Underway, then you should be more than able to qualify SWO prior to detaching from your command.

We consider your transfer window to be within +/- three months of your PRD. Due to required training and relief timing, your orders may have you detaching as early as three months prior to your PRD, which could shorten your maximum SWO qualification timeline. Plan accordingly and drive those quals!!

\*\*\* If you do not complete your SWO qualification prior to the Estimated Detach Date (EDD) listed in your orders, you will lose your orders to that billet. \*\*\*

### Post Slating

If you have missed your two regular slating opportunities due to non-qualification, once you earn your SWO pin you will post slate. Notify your Detailer upon qualification and provide them your job preferences. We will then slate you on an individual basis taking into account your preferences and the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available that will allow us to get you through the required training track and arrive on time to relieve the incumbent. These billets are same quality as the billets on the regular slates, but fewer in number. The objective is to avoid any further delay in your second tour timing that could cause significant impacts to Department Head screening and your post Division Officer shore duty options.



## PERS-412 – Division Officers

### How long will I spend at sea in my DIVO tours?

In your first two DIVO tours, you are required to do a minimum of 48 months of sea time. This means that if you departed your first ship before 30 months, you will do the amount of time to reach 48 months minimum in your second tour.

**Sea and Shore Slate Schedule:** Always engage your detailer early and often! Please review the slate schedule below and be prepared to execute during your respective slate window. There were some major changes due to COVID, so ensure you are tracking when you are slating. If you have questions, please ask your detailer.

PERS-412: FY-2020-2021 SEA and SHORE Slate Schedule			
Updated: Jun 2020 *** Dates are subject to change based on COVID-19 Impacts *** Red indicates changes to the scheduled month and/or PRD window			
SHORE Slate Schedule		SEA Slate Schedule	
Officer PRD	Slate Month	Officer PRD	Slate Month
Jan-Mar 2021	June-20	Mar-May 2021	Jul-20
TALENT MANAGEMENT PRDs OCT 2020-SEP 2021	Aug-20 Results in Sep-20	Shifted into Jul/Nov slates	Sep-20 Canx
Apr-June 2021	Oct-20	June-Aug 2021	Nov-20
Jul/Aug 2021	Dec-20	Sep-Nov 2021	Feb-21
Sep-Dec 2021	Mar-21	Dec 2021-Feb 2022	Apr-21

### Pierside Updates:

Salutations from the JO Shore Coordinator desk! I'm LCDR Anna Joy Hall, and I relieved CDR Amanda Browning as the JO Shore Coordinator. I want to thank Amanda for her service here at PERS-41, and wish her and her family the best of luck as they move on to Pearl Harbor!!

**Talent Management FY-21 Highlights.** PERS-412 will conduct the Talent Management Board (TMB) 19 AUG 2020, and will release results AFTER the DH screening board results are released (end of September). Officers notified of their selection or nomination will be required to accept or deny the position/nomination within seven calendar days. The timeline discussed is critical as it allows for alternates to be notified and still meet the corresponding deadlines for some of the academic programs. **Talent Management Board submissions are due NLT 27 JUL 2020.**

Due to COVID-19, the FY21 Department Head screening board was postponed, but we still want qualified and top performing officers to apply to Talent Management! **ALL** Year Group 15, 16 and 17 officers may apply, whether screened or not screened for DH. All of these



## PERS-412 – Division Officers

programs require officers to be screened for DH afloat. The results of the Talent Management Board will be released following the DH board in order to ensure an officer who is selected for Talent Management is also DH screened. If you have any questions, please contact your detailer.

Quotas and/or nominations will be offered for the following programs: Fleet Scholar Education Program (FSEP), Georgia Tech Research Institute Program, USNA Company Officer Billets, USNA Graduate Education and Teaching (GE+T), Purdue Military Research Initiative (PMRI), MIT-WHOI, Naval Reserve Officer Training Corps (NROTC), Graduate Education Voucher (GEV), SECNAV Tour With Industry (SNTWI), Naval Post Graduate School (NPS), Army War College (AWC), and select professional initiatives abroad! The bevy of academic and professional opportunities has never been better! Please review the Talent Management announcement for the complete details and requirements for all the programs listed above.

**Executive Detailing.** Under our executive detailing policy, DHRB signers select the billet they want from the advertised slate without competing in the formal slating process -- an opportunity for the PERS-41 team to commit to the officers who have already committed to the community!

The executive detailing process runs like regular slate detailing – similar rules. First and foremost, you must be qualified for the billet requested (e.g. TS Clearance, AQDs, etc.) as signing DHRB will not overrule the inherent billet requirements. Second, if more than one contract signer wants the same billet, we will resort to an abbreviated slating process for the tie breaker. To date, we have not had any significant conflicts among the DHRB signers and the experience has been very positive for the officers. Please keep in mind that the billets offered will be tied to the officer's PRD and corresponding slate window -- in other words, we will not pull billets a year out to support DHRB signer early requests. It is never too early to reach out to your detailer and talk about what may interest you. Your final billet assignment will be refined during your slating window.

**Nominative Billets.** For officers with sustained superior performance at sea, nominative billets are very rewarding shore tours with executive detailing options. If you are interested in travel opportunities and exposure to strategic/operational levels of thinking and coordination that will enhance your professional profile, apply for a nominative job today! Your detailer will collate your nomination package and review the interview process with you. Whether you are nominated and selected or nominated only, your detailer will work with you one on one to find the perfect billet that optimizes talent to task. For officers selected for nominative billets, NPS or War College are popular follow-on assignments...but there are plenty of options that will support your career timing to department head school.





## PERS-412 – Department Heads

### **I am interested in becoming a DH, what can I expect?**

First, you can expect an amazing experience that will challenge and develop you like no other job that you ever had. You will command a Department and have the opportunity to positively impact the personal and professional lives of officers and Sailors onboard your ship. Serving your nation as a DH in the most powerful Navy is not easy, but nothing great comes from avoiding challenges, staying in your comfort zone, or not trying to excel at a higher level.

Second, you can expect to be well prepared and trained for this important job. Once you sign your DHRB contract, you will receive executive detailing from the PERS-412 Team. During your Shore Tour, you will engage with the 1DH Detailer and negotiate your DH Class assignment and your first DH slate (you will know your first DH tour billet approximately six months before commencing DH School). You will attend six months of excellent DH training at SWOS, instructed by the top SWOs and civilians we have in the Navy followed by three to six months of tactical training.

About halfway through DH School the 1DH Detailer will visit your DHC for two full days providing the following:

- Community Brief to get you up to speed with all that has changed in the fleet while ashore
- FITREP Brief to discuss how to increase opportunities to select for milestones (DH, CDR CMD) and promotion (O4, O5) for you and your DIVOs
- Inside look on how Selection Boards operate
- Advanced copy of your post DH School Tactical Training Track and answer all questions on Stash Time, entitlements, etc.
- One-on-one meeting to review your Performance Summary Report (PSR) to receive an honest assessment of your record.
- Valuable lessons learned with recommendations for success
- Plenty of time to answer any other DH or career related questions

Third, you can receive a bonus of up to \$105,000 for just completing three years as a DH...if you are interested in a monetary incentive.

### **Updates to PERS-412 Department Head Website since Last Newsletter.**

- **Upcoming Department Head Class convenings (now classing up YG15 officers)**
- **Pre-DH FAQs**

### **FY-21 Surface Warfare Department Head Screen Board – 08 September 2020**

Due to COVID-19 impacts, the Surface Department Head Screening Board has shifted to 08-12 Sept 2020. The timely submission of latest FITREPs are CRITICAL to your success at the board. Eligible and bank officers (i.e. officers who have screened DH but have yet to start their DH training pipeline) should review their records for completeness to include FITREP gaps no greater than 90 days, awards, qualifications, etc. If you cannot verify that your records are up-to-date in time for the board, you are encouraged to submit Letters to the Board with the necessary documentation. Inclusion of a DH recommendation and assigned trait average (relative to RSCA) are key to an officer screening for Department Head. We left a number of talented YG16 officers unscreened last



year due to increased selectivity. The correspondence due date is 29AUG20. Contact SWO\_DH.fct@navy.mil if you have any questions!

**Details:**

1. This year's board will review the records of YG 15 (3rd and final look), 16 (2nd look), & 17 (1st look) officers, plus those bank officers previously screened who have not yet begun the Department Head training pipeline.
2. All officers (1160, 1170, and 111X) will be considered for DH by the DH Screen Board.
3. Those officers who were not screened after their Second Look are afforded the opportunity to petition the DH Screen Board for a delayed third look. This is for officers who are somehow disadvantaged; namely late additions to the SWO community, LIMDU, operational deferments, etc. An approved delay allows another year of at sea performance to occur prior to the third and final look. Determination of disadvantage is board action; therefore, approval of a delayed look request is not guaranteed.
4. Officers not screened for DH after the third look will be considered for separation or re-designation through the Probationary Officer Continuation and Redesignation (POCR) Board. Last year's board consisted of 17 board members representing the broad and diverse force of Surface Warfare. The Board used a "best and fully qualified" standard for screening. Demonstrated superior performance at sea was the key measure for selection. The Board reviewed the records of more than 3,000 Surface Warfare Officers – including officers previously screened through board action.

Not sure which DH Detailer to contact, please see below:

**1DH Detailer**

Email: [sws\\_dh.fct@navy.mil](mailto:sws_dh.fct@navy.mil)

Phone: 901-874-3890

**Commence engagement:** Officers that are executing their Post DIVO Shore Tour and signed DHRB/RCSR. Assigning DH Class assignments up to YG15.

**Shift to 2DH Detailer or Nuke:** Approximately 9 months into their 1DH Tour (receive 2DH Slating Preference Email or fleet-up orders).

**2DH/Early Command Detailer**

Email: [sws\\_dh.fct@navy.mil](mailto:sws_dh.fct@navy.mil)

Phone: 901-874-3485

**Commence engagement:** Officer that are approximately nine months into their 1DH Tour.

**Shift to LCDR Detailer:** Approximately seven to nine months from the completion of 2DH Tour

**2DH slating Schedule:**

<u>2DH Slate</u>	<u>PRD Window</u>	<u>Billet Release</u>	<u>Approved Slate Release</u>
20-3	Mar-21 – May-21	26 Jun 2020	14 Aug 2020
20-4	Jun-21 – Aug-21	30 Oct 2020	11 Dec 2020
21-1	Sep-21 – Nov-21	29 Jan 2021	12 Mar 2021
21-2	Dec-21 – Feb-22	26-Mar 2021	14-May 2021



## PERS-412 – Department Heads

### DH Career Path Updates

Beginning on 2DH slate 20-1 in January, PERS-412 began a pilot program for a small number of officers to complete a 24-month single long DH tour and transfer to an 18-month DESRON or PHIBRON billet for PD1 tour. The purpose of the SLT DH pilot program is to reduce total sea time for officers that transfer from DH to a post-DH DESRON or PHIBRON billet. To date, four officers have been selected and will complete their 24-month tours in mid-2021. PERS-412 reviews records and timing during the quarterly 2DH slates. Eligibility criteria includes:

- Qualified EOOW and TAO at time of slating
- Quality operational time as recommended by CO
- Complete minimum 24 months of assigned 1DH tour
- Nuclear officers not eligible due to PA tour requirement
- MCM OPS not eligible

More information is provided during 2DH quarterly slates. For officers not slating for 2DH assignment due to SLT ENG assignment or LCS CSO-OPS fleet-up, interested officers can contact LCDR Faulkenberry for more information.

The shift to PTO 2DH billet is ongoing. The extra DH billet aboard CG, DDG, LPD, and LSD has expanded to LHA/LHD and LCS-1 thru LCS-4. CNSFINST 3120.2 was released in March 2019 and standardizes PTO roles and responsibilities. If you are a P-1DH and slated to PTO, you will not be automatically re-slatted. First Tour DHs may fleet-up to 2DH PTO if an officer is not already slated with a report date.

The selective CSO Fleet-Up pilot program has completed and the option for COs to select the officer they'd like to fleet-up to 2DH billet is open to CGs, DDGs, LHA/LHDs, LPDs, and LSDs. Commands must submit a written request to PERS-41 for any fleet-up other than CG/DDG WEPS to CSO fleet-up. Without the paperwork, we will assume that WEPS will fleet-up to CSO and we will write orders accordingly.

The single long tour CHENG onboard Flight I and Flight II DDGs will continue and all are now spot promote billets. The experience and continuity that a three-year CHENG brings to the fight necessitates this longer tour. DESRON Commodores may request their ships who may be in similar material/maintenance conditions as the Flight I DDGs and who would benefit from a single long tour CHENG.

### **\*OPPORTUNITIES ARE ABUNDANT FOR SWOs TO COMMAND AT ALL LEVELS!\***

Surface Warfare Officers can Command at sea in the Post – DIVO and Department Head levels! Our first LT MK VI Craft COs are arriving at their craft and blazing trails in our community. The time is NOW to lead at sea!

Due to COVID-19 travel restrictions, the summer Early Command Board will now convene on 8 September with the Department Head Board. Complete packages are due 29 August. The fall Early Command Board will convene on 9 November. Complete packages are due 30 October. If you are interested, please contact: LCDR Matt Faulkenberry at: [matthew.e.faulkenber@navy.mil](mailto:matthew.e.faulkenber@navy.mil).



## PERS-412 – Department Heads

The next Early Command Board will occur with the Major Command Board, week of 28 October. If you are interested, please contact: LCDR Matt Faulkenberry at: [matthew.e.faulkenber@navy.mil](mailto:matthew.e.faulkenber@navy.mil) and [sw0\\_dh.fct@navy.mil](mailto:sw0_dh.fct@navy.mil).

To Command a MK VI Craft you must have completed one deployment, served 36 months in a ship (not a squadron), earned your EOOW, be screened for Department Head, complete applicable items in the PQS in COMNAVSURFORINST 1412.7 SWO Career Manual, complete a command oral board, and submit a request for Early Command Screening endorsed through the first Flag Officer in your Chain of Command. As Captain, you can expect to be homeported in Little Creek, VA, or San Diego, CA, and deploy to the Fifth or Seventh Fleets! Tours are nominally two years long with a nine-month training pipeline on the front-end. DHRB is not required.

For those in their Department Head or Post-Department Head tours – Command is challenging and rewarding! With approximately 40% of all Post Department Head tours being afloat, why wouldn't you want to go back to sea as a Captain? With most of our LCDR Command opportunities forward deployed, you can expect a challenging and rewarding tour leading America's Sailors while making a difference daily by maintaining presence and building critical relationships with regional partners. Available commands include MCM (XO/CO), PC (CO), MK VI Company Commander (CO)!

NEXT EARLY COMMAND BOARDS: 8 September 2020 and 9 November 2020

Applicable Messages:

CNSF 181035Z JUN 20: Early Command Screening Process Update





## PERS-413 - Placement

### Greetings from PERS-413 – Surface Placement!

Thank you for your patience and understanding. Many of you have been subject to delays, schedule changes, unexpected school cancelations, virtual courses, waivers, and restriction of movements (ROM). To say this year has been turned upside down would be an understatement. We are still working through hundreds more orders and ask for your continued patience. Because of the stop movement, we have received numerous questions. For this newsletter, I felt it appropriate to address the three most common questions.

#### **- My inbound PG has been delayed, can I cancel “X” training and get them here faster?**

**Typically the answer is “No”.** The CNSF Billet Subspecialty Training (BST) instruction, which was updated and released in early 2019, is a mandate for us to make sure your Officers arrive fully trained and ready to execute their jobs. Waivers can be approved, but the bar is very high, even in the COVID environment.

#### **- “Can we re-write “X” person’s orders in this manner?”**

In the current environment, we ask you to keep requests to change training tracks to mission essential reasons only. In the COVID environment, we are re-working to amend hundreds of orders to comply with ever changing/evolving guidelines. Maximizing readiness afloat is the number one priority. As a result, we recognize that training tracks may be far less convenient for both for the member and the command. We are still your Training Track Concierge and will do what we can to minimize inconveniences while maintaining readiness across the waterfront.

#### **- LORTARP vs. AMSL.**

The LORTARP (Long Range Training and Requirements Plan) is maintained by the ship or staff and is yours to update. Your placement officer will generally update and distribute an AMSL quarterly (**after receiving your updated LORTARP**). The AMSL (Activity Manning Slate) is drawn directly from our manning computer program (OAIS) where your LORTARP is ground truth. Please recognize that we are writing thousands of COVID-19 related ORDMODs. We have necessarily decreased our AMSL update rate in order to ensure Officer’s orders comply with the current COVID-19 guidance.

CDR Jason Horning  
PERS-413

#### **Placement Officers**

Branch Head	CDR Jason Horning
PAC CRUDES	LCDR A.C. Wood
LANT/PAC NW CRUDES	LCDR Rob Floyd
DESRON/LCS/MCM/PC/RIVGRU	LCDR Jared Carlson
AMPHIB/MSC	LCDR Stephan Lubosch

<a href="mailto:jason.r.horning@navy.mil">jason.r.horning@navy.mil</a>
<a href="mailto:andrew.c.wood@navy.mil">andrew.c.wood@navy.mil</a>
<a href="mailto:robert.floyd1@navy.mil">robert.floyd1@navy.mil</a>
<a href="mailto:jared.l.carlson@navy.mil">jared.l.carlson@navy.mil</a>
<a href="mailto:stephan.a.lubosch1@navy.mil">stephan.a.lubosch1@navy.mil</a>



## PERS-414 – LDOs / CWOs

### **Greetings from the Fantail!**

I want to take this opportunity to wish everyone well and hope that you and your families are staying safe as we navigate these unprecedented times dealing with the ongoing COVID-19 pandemic. Many of you have seen and felt this effect first hand with the interruptions in PCS timelines; I want to ensure you my team in Millington is working diligently to meet your demand signal. You should expect this trend to continue in the near future as our leaders revise the guidance for PCS moves related to COVID-19.

I want to thank CDR Kenneth O. Allison for a spectacular turnover that he and the PERS 414 team provided me. I officially assumed the duties as PERS 414 Branch Head and look to continue the high standard of success the PERS 414 team has set.

There are several hot topics surrounding our community and the Navy as a whole. Topics for discussion are: COVID-19, PCS stop movement, Restriction of Movement (ROM), Statutory and Administration boards, Career Progression, and Assignability.

### **Hail & Farewell**

CDR Cassius Farrell joins us from Naval Weapons Station, Yorktown, VA where he was the Executive Officer, relieving CDR Kenneth Allison, as the PERS 414 Branch Head. CDR Allison assumed command of Navy and Marine Corps Appellate Leave Activity, Washington D.C.

### **COVID-19/Restriction of Movement (ROM)**

We must all remain flexible as we continue to deal with changes related to COVID-19 and the stop movement restrictions. We are fully aware of the stress this has placed on each of you and your families. I implore you to keep the lines of communication open with your detailers and keep them informed of any changes in your PCS status. Most important keep you, your families, and your shipmates safe going forward.

ROM can be expected to continue through the fall. This will affect your PCS process and may impact Estimated Date of Departures and Arrivals (EDD/EDA) as you move to your next duty station. Members with required ROMs related to training will receive order modifications with the required time needed to begin your Course of Instructions (COI). If you have questions related to ROM, please contact your detailer.

All NAVADMINs related to COVID-19, and ROM are posted on the NPC website: <https://www.public.navy.mil/bupers-npc/reference/messages/NAVADMINs>.

### **Statutory and Administrative Boards:**

#### *Statutory Boards*

#### **Revised Board Schedule:**

NAVADMIN 144/20 provided the revised schedule for the upcoming board season due to the COVID-19 outbreak. Upcoming boards are listed below.

- 13 Jul 2020: Active Lieutenant Commander Line



## PERS-414 – LDOs / CWOs

- 01 Sep 2020: Active Chief Warrant Officer 5/4/3
- Continuation boards for LT's and CWO's will be held after the completion of the scheduled board.

**\*\*Official Military Personnel Files for use during the boards are captured as of the original board convening date.\*\***

### Revised Competitive Categories (RCC):

As a reminder, promotion categories are now conducted by Revised Competitive Categories, which began this current year 2020 for FY-21 statutory selection boards.

Congratulations to the following FY21 Surface CAPT Selectees – This is a significant achievement and milestone in their naval career... Well Done!!

### Surface RCC:

CAPT (Sel) Nichol Shine  
CAPT (Sel) Dean Gale

CAPT (Sel) Kenneth Williams  
CAPT (Sel) Cassius Farrell

### General Line RCC:

CAPT (Sel) Karl Giles  
CAPT (Sel) Almond Smith

CAPT (Sel) Steven Beall

Surface had 4 of the 8 selections for a rate of 50 percent. Of the four selections, zero above zone, three in zone, and one below zone. The General Line Staff had three of five selections for a rate of 60 percent. Of the three selections, one above zone, two in zone, and zero below zone – these metrics illustrate the necessity of milestone tours and board ready records. Additionally, zero of the seven total selections were merit re-order to the top of the promotion list.

Congratulations to the following FY21 Surface CDR Selectees

### Surface RCC:

CDR (Sel) Jerry Belmonte  
CDR (Sel) Brian Blankenship  
CDR (Sel) Kurt Davis  
CDR (Sel) Todd George  
CDR (Sel) Stephen Hartley  
CDR (Sel) Lenteisa Hill \*  
CDR (Sel) Dennis Richardson \*  
CDR (Sel) Jason Rinto \*  
CDR (Sel) Marc Tinaz  
CDR (Sel) Robert Winters  
CDR (Sel) Richard Zabawa

CDR (Sel) William Blackman  
CDR (Sel) Burnette Travis  
CDR (Sel) Warren Freeman  
CDR (Sel) Edward Grant  
CDR (Sel) Ervin Henley  
CDR (Sel) Mark Jones  
CDR (Sel) Mark Rinschler  
CDR (Sel) Gregory Rodriguez  
CDR (Sel) Kyle Williams  
CDR (Sel) Jeffery Yancey

### General Line RCC:

CDR (Sel) Shelley Branch  
CDR (Sel) Eric Conrad \*  
CDR (Sel) Steven Green

CDR (Sel) Jerry Cannon  
CDR (Sel) Brian Dembicky \*  
CDR (Sel) Mark Letourneau



## PERS-414 – LDOs / CWOs

CDR (Sel) Diane Nichols  
CDR (Sel) Julio Peterson  
CDR (Sel) Stephanie Rivera  
CDR (Sel) Jess Vaught  
CDR (Sel) Troy Wright

CDR (Sel) Nicholas Pecci  
CDR (Sel) Allen Richmond  
CDR (Sel) Corey Sylve  
CDR (Sel) Haywood Williams

Surface had 21 of the 30 selections for a rate of 70 percent. Of the 21 selections, three above zone, 18 in zone, and zero below zone. The General Line Staff had 15 of 26 selections for a rate of 68 percent. Of the 15 selections, one above zone, 14 in zone, and zero below zone – these metrics illustrate the necessity of milestone tours and board ready records. Additionally, five of the 37 total selections (13 percent) were merit re-order (\*) to the top of the promotion list.

### Administrative Screening Boards

#### Revised Board Schedule:

NAVADMIN 144/20 provided the revised schedule for the upcoming board season due to the COVID-19 outbreak. Upcoming boards are listed below.

- 08 Sep 2020: Department Head Afloat
- 09 Nov 2020: Major Command
- 07 Dec 2020: CDR Command
- Continuation boards for LT's and CWO's will be held after the completion of the scheduled

#### LDO Command Ashore Qualification:

To be eligible for Commander Command and Major Command tours you must first have completed the Command Ashore Qualification and screened for those respective boards. LDOs should strive to complete their Command Ashore prerequisites before they're in-zone for Commander. Your first opportunity at screening is the Commander Command screening board that succeeds the statutory Commander Selection board.

**FY-21 CDR (Sel) that have not completed your Command Ashore Qualification, you are on the clock! Officers must complete the qualification and be awarded the 2D1 AQD prior to the FY-22 Commander Command screening board.**

For the LDO Command Ashore qualification, submit the following items to your detailer for review and processing:

1. PQS. Completed with all lines signed and dated. Ensure the 301 Final qualification coversheet is signed by the Regional Captain and Oral Board President.

Note: **Subject matter experts may sign in areas regarding SAPR, JAG, etc.**

2. Training course certificates. Be sure to annotate on the PQS line item the courses that are not available as each will be reviewed and validated.
3. Board completion letter and Command/Immediate Superior in Charge endorsement letter (as applicable).



## PERS-414 – LDOs / CWOs

Upon submission, review, and approval, you will be awarded the 2D1 AQD. Expect three to four weeks to reflect in BOL.

### Board Preparations:

1. All board correspondence must be received no later than 10 days prior to the start of the board. Detailed records management information may be found: [http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record Management Brief.pdf](http://www.public.navy.mil/bupers-npc/officer/Documents/Officer%20Record%20Management%20Brief.pdf).
2. Any correspondence to statutory boards, items not listed in your record, must be resubmitted to any follow-on administrative screen boards via the normal letter to the board process.

### Career Progression, Milestone Assignments, and New Accession Candidates:

#### Career Progression and Milestones:

Each designator has differing career milestone assignments, but one common theme throughout the community is sea duty and operational tours! These are our detailing priority! It is incumbent upon each LDO/CWO to understand your designators career progression in order to maximize the technical and tactical experience and be competitive for promotion. As we progress through our careers, it is important to understand duty station options become more limited related to our milestone assignments. Be ready to move when required!

#### New Accession Candidates:

As we work through interview/appraisals for the upcoming In-Service Procurement Board (ISP) a worthwhile reminder is that questions related to what makes our community great should be addressed. Our extensive time at sea both past and more importantly future could be considered a community core value. Our prospective candidates need to understand that our support of the Unrestricted Line Community means we have many at sea assignments in jobs not best suited for normal career officers.

LDO/CWO candidates should understand the board members are selecting them based on the best fully qualified standard. That means they have the potential to promote to CAPT or CWO5. A recent trend we see are many of our officers are looking to complete the minimum time required for commissioned service (LDO = 10 years, CWO = six years). The largest drawback to a record is when a member is unwilling to return to sea after completing the minimum obligation for our community – this sends a clear negative signal to the board.

#### Road Shows

With the ongoing COVID-19 pandemic and stop movement, all PERS 414 Roadshows have been postponed until further notice.

Once the stop movement is lifted and normal travel resumes we will focus on CONUS briefs in the major fleet concentration areas. Expect our first briefs to be conducted in the San Diego, CA and Norfolk, VA areas with follow on travel to Mayport, FL and Everett, WA. The details will be worked out on other future detailing Fleet engagement trips, but we would appreciate your assistance (those of you in the respective areas). As always, we look for maximum participation



## PERS-414 – LDOs / CWOs

when we visit the fleet so you have a chance to meet and interact with your detailer. All new candidates and spouses are encouraged to attend the briefs and the socials!

### LDO/CWO Detailers

Branch Head	CDR Cassius Farrell	<a href="mailto:cassius.a.farrell@navy.mil">cassius.a.farrell@navy.mil</a>
Admin/Security	LCDR Chris Johnson	<a href="mailto:christopher.m.john10@navy.mil">christopher.m.john10@navy.mil</a>
Deck/Operations	LCDR Chris Smith	<a href="mailto:christopher.r.smith9@navy.mil">christopher.r.smith9@navy.mil</a>
Engineering	LCDR Jeff Hanson	<a href="mailto:jeffery.d.hanson@navy.mil">jeffery.d.hanson@navy.mil</a>
Electronics/Ordnance	LCDR Carlos Veasley	<a href="mailto:carlos.a.veasley@navy.mil">carlos.a.veasley@navy.mil</a>

Again, I look forward to meeting all of you in the Fleet during our Road Shows. As always, I welcome your feedback and encourage you to share this newsletter with your fellow Mustangs.

CDR Cassius Farrell

Branch Head, Surface LDO/CWO Assignments (PERS 414)





# PERS-460 Full Time Support

**Greetings from the Full-Time Support SWO Detailers!**

**-- Congratulations to our Spring FY-20 FTS SWO selects!**

LT Christopher Cedros  
LT Rodel Custodio  
LCDR Terence Gilbert  
LT Douglas Kroh  
LT Suzanne Meehan  
LCDR Scott Sackreiter

**-- Interested in applying for FTS?**

The FTS Lateral Transfer/ Redesignation board is held twice a year (spring and fall). The FTS SWO career path closely mirrors active duty, with the key distinction being shore duty. FTS shore duty billets focus heavily on reserve management. More information can be found on the FTS NPC website: <http://www.public.navy.mil/bupers-npc/officer/communitymanagers/reserve/fts/Pages/FTSRedesignationBoard.aspx>

**-- Hail & Farewell**

PERS-46 wished fair winds and following seas to CAPT Rob Dumlao as he transferred last month. CAPT Dumlao completed two years as the Senior FTS SWO Detailer and has assumed command of NOSC Alameda. Additionally, we welcome aboard CDR Ty Bush as his relief. CDR Bush comes to PERS-46 after a successful tour as the commanding officer of USS LITTLE ROCK (LCS 9).

Next month, we bid farewell to our Junior FTS SWO Detailer, LCDR Adam Turpin, and welcome aboard his relief, LCDR Casey Travis.

**-- Captain Promotions**

Congratulations to our newest FTS SWO Captain selects! Well done!

CDR Tyrone Bush  
CDR Roberto Dumlao  
CDR Patrick German  
CDR Todd Peters  
CDR Edward Rosso

**Your Detailers:**

O5-O6: CDR Tyrone "Ty" Bush      [tyrone.bush@navy.mil](mailto:tyrone.bush@navy.mil)  
O1-O4: LCDR Adam R. Turpin      [adam.r.turpin1@navy.mil](mailto:adam.r.turpin1@navy.mil)



## BUPERS-311 – SWO Community Manager

### SWO Accessions

**Land of 1000 ENS.** We often lament about the need to fill Wardrooms beyond capacity with first tour DIVOs vying for the training resources required to qualify SWO at the same time. For ships in long availabilities or fighting through tough certification cycles, the challenge to train and qualify JOs is even more acute. It seems like an unnecessary burden that falls squarely on already overworked department heads and triads. Why do we do it?

**Fun Fact: We don't "need" ensigns.** We actually aren't buying 1000 ENS because we have valid work for that many officers. Many of the JOs assigned to ships are filling billets labeled "OOE" in the Activity Manning Slate, billets paid for to cover "over-execution" of JO requirements as determined by NAVMAC in manpower studies. The ENS bill actually covers a whole bunch of requirements. Let's break it down:

- 1) **SWO Department Heads.** The growth to 355 ships over the next decade or so entails a nearly 15% increase in surface combatants. In addition, with Blue/Gold crews on LCS and the expansion of CRUDES complexity, the surface fleet averages more than four department heads per hull. This drives the DH annual fill requirement up, in turn driving the need for ENS accessions. DHRB has improved retention to about 35%, which is great, but we still need more input to meet DH output.
- 2) **SWO(N).** Of the 1093 programmed accessions for FY20, 137 are specifically paid for by the Office of Naval Reactors, with intent to fill nuclear DIVO and Principal Assistant (PA) roles in future years.
- 3) **RL/Staff accessions.** Many of the officers who start out as SWOs are pre-selected for RL communities like EDO, OCEANO, and Intel through "Option" commissions. Overall, around 150 officers from each year group will conduct a lateral transfer into an RL or Staff Corps community before the mid-point of their career. The other communities actually count on SWO attrition to meet their accession quotas, and do not budget for JOs in their manpower models.
- 4) **FTS/SELRES.** The reserve component of the Navy is vital to the health of the Fleet. Jobs filled by FTS and reserve officers often may not enhance the careers of due course SWOs, but keep the wheels in motion for our community. Without organic training pipelines, the FTS and reserve components rely on SWO JOs to fill their ranks through lateral transfer and attrition.

**Fun Fact: SWO retention is among the BEST in the URL!** You may have heard that SWOs need three DIVOs to make a DH. Statistics don't lie, and that is still a fair assumption, but with the factors above taken into account, SWO retention to the eighth year of commissioned service is actually significantly better than the submarine community. Recent SWO DH retention is about 37.5%; however, SWO accessions consistently retain within the Navy at a rate above 50%. We can still do better.



## BUPERS-311 – SWO Community Manager

**What you can do.** Every CO, XO, or DH in the surface Navy is a talent scout. Quality officers leave SWO every year because they see opportunity or quality of service/living elsewhere. If you catch yourself saying something like “if you don’t want to be a SWO, we don’t need you,” maybe you’ve got it wrong. If an officer simply lacks SWO skills and can’t be trained to success, he/she needs to non-attain and move on, either in a new community or out of the Navy... but motivation can be addressed. Ask what it is about your Wardroom that might not appeal, and what can be done to ensure we meet the needs of JOs in training without watering down development. Their struggle is real, just as yours is. If we get better at retaining our quality talent, we won’t need to access above requirements, and in turn we will improve training conditions for future generations of SWO JOs through reduced overcrowding and resource competition. Next, strongly consider who you are sending forward to OCS. If you endorse a package for one of your Sailors to commission as a SWO, consider whether that Sailor has the right motivation and aptitude to someday be a SWO DH. You aren’t hiring a 1<sup>st</sup> LT or GUNNO... we have plenty of those. Your endorsement should indicate the Sailor wants to follow in your footsteps. If not, you risk perpetuating the “Seaman-to-LCDR” trend through your attempt to reward Sailors with a commission for their past achievements rather than for their future potential. *You* are the recruiter.

### Let’s Talk POCR!

**What is POCR?** POCR stands for Probationary Officer Continuation and Redesignation. Officers who are referred to POCR are considered non-due course within the SWO community, but potentially viable elsewhere within the Navy. For SWOs, there are several forms, including: SWO Non-Attain, officers who fail multiple rounds of SWOS DIVO courses, and three-time FOS (Failure of Selection) for DH (also known as EPOCR, or Enhanced POCR).

**How does POCR work?** When a probationary officer (an officer with less than six years of commissioned service) becomes non-due course, they are notified by their detailer that they are being referred to a POCR Board. At that time, they are also provided specific information on how to prepare a POCR package. The package includes a letter to the board with a command endorsement, and may also include letters of recommendation and supporting documentation pertaining to a desire for continued service and any justification for specific community redesignation. POCR Boards meet periodically (up to six times/year), and each POCR candidate is reviewed and voted on. Every attempt is made to match the Officer with their desired new community preference, while still maintain the needs of the Navy to have healthy communities. If a community has an available “quota in” for their year group, and the candidate meets the eligibility requirements for the community, they will be considered for redesignation. Multiple communities will consider a POCR request, so an officer who is not selected for their first choice community may be considered by another OCM, including those communities that the officer might not have included as a preference. POCR packages are ranked by each OCM based on their viability in order to best manage the selection process. At the end of the board, an officer is either retained on active duty (or FTS) in a new designator or sent to the reserves to complete their obligation in either Individual Ready Reserve (IRR) or SELRES, effectively a separation from full-time Navy employment.



## BUPERS-311 – SWO Community Manager

**How can an officer improve a POCR package?** First, learn the entrance requirements of your desired community and tailor your POCR package to prove you meet the requirements. Understand, for instance, that the HR community prefers officers with a strong background in OPS Research or STEM due to the analytic nature of their work. A DIVO tour as a ship's Admin Officer or Legal Officer will not suffice to the HR community if your degree was in Modern Literature. If a specific clearance and background are required (i.e. Intel or CW), verify your clearance in JPAS. Request TAD with your desired community so you can get a letter of recommendation from a senior officer in that community. Second, and almost as important as the first, contact your desired community's OCM. Find out if there are any quotas in, and ask what can be done to help improve your POCR package to best support selection. You will not get guarantees prior to the board, but you will ensure the OCM knows your desire to be in their community.

**What role does a CO have in POCR?** If an officer is headed to a POCR Board, you, as the CO, likely knew about it before notification. You will write an endorsement to the POCR Board package, in which you indicate his/her suitability to continue within the Navy. Understand that officers who have a hard time with ship-handling or MOBOARDS or fundamental engineering principles may still perform well in other communities. If they have strengths you haven't captured in SWO-oriented evaluations, highlight them. Also, be honest with your officer. If you don't think they are suited for continued service in another community, tell them. For these officers, you should consider an administrative separation, which saves the Navy time and effort in the long run. POCR should not be viewed as a "convenient exit strategy" from the Navy, or a free ride out of SWO that eliminates financial and service commitments.

For questions regarding POCR, go to: <https://www.public.navy.mil/bupers-npc/officer/communitymanagers/Pages/default.aspx>. Follow the POCR links in the upper right corner.

A final note: Surface Warfare Officers may receive a survey from the Government Accountability Office (GAO) in the near future. GAO is launching the survey to satisfy ongoing requests for information from Congress. The survey contains questions regarding potential alternatives to the current SWO career path and asks about fatigue management practices and mitigation. The survey is voluntary, generated by GAO and not a Surface Warfare product, and is meant to assist GAO with their Congressional report. As with all surveys, your responses are confidential and not shared with the Navy. GAO will publish their findings in a final report early 2021.

CDR Aaron P. Demeyer

SWO OCM (BUPERS-311)



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